

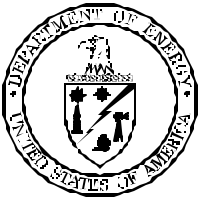


Annual Report on Contractor Work Force Restructuring

U.S. Department of Energy

Fiscal Year 2001

August 2002



**The Secretary of Energy
Washington, DC 20585**

August 5, 2002

Section 3161(e)(2) of the National Defense Authorization Act for Fiscal Year 1993 directs the Secretary of Energy to provide annual updates of approved work force restructuring plans that evaluate the implementation of the plan during the year preceding the report. In order to provide an overall evaluation of work force restructuring and community transition activities, the Department has prepared this report of work force restructuring plans.

The Department of Energy's *Annual Report on Contractor Work Force Restructuring at the U.S. Department of Energy, Fiscal Year 2001*, reviews the implementation of work force restructuring plans during fiscal year 2001. A total of 2,288 contractor employees was separated from the Department as a result of reduction-in-force actions. An additional 4,862 separations occurred through attrition.

Of the reduction-in-force separations, 62 percent were voluntary. In achieving these results, 598 workers accepted early retirement offers and 821 employees accepted non-retirement voluntary separations. There were 869 contractor employees involuntarily separated. The cost of implementing these plans was \$60.4 million.

To date, 15 communities have begun community transition planning, and many have implemented programs and projects. These activities are estimated by the communities to have retained, expanded, or created nearly 27,500 jobs. The average cost per job created was under \$8,000.

If you have any questions regarding this update or any other aspects of our worker and community transition program, please contact Mr. Michael W. Owen, Director, Office of Worker and Community Transition, at (202) 586-7550.

(Signed)

Spencer Abraham

**ANNUAL REPORT
ON CONTRACTOR
WORK FORCE RESTRUCTURING**

FISCAL YEAR 2001

Office of Worker and Community Transition
U.S. Department of Energy
August 2002

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LIST OF ACRONYMS AND SHORT TITLES

Argonne	Argonne National Laboratory (Illinois & Idaho)
BJC	Bechtel Jacobs Company, LLC
BN	Bechtel Nevada
BNL	Brookhaven National Laboratory (New York)
Brookhaven	Brookhaven National Laboratory (New York)
CDC	career development center
COBRA	Consolidated Omnibus Budget Reconciliation Act of 1985
CRO	community reuse organization
CROET	Community Reuse Organization of East Tennessee
DATF	Defense Adjustment Task Force (Department of Defense)
DOE	Department of Energy
ED	economic development
EM	Office of Environmental Management (Department of Energy)
ENIPC	Eight Northern Indian Pueblos Council
Fernald	Fernald Environmental Management Project (Ohio)
FHI	Fluor Hanford, Inc.
FM&T	Honeywell, Federal Manufacturing & Technologies
FY	fiscal year (October 1 - September 30)
GIS	geographic information system
Hanford	Hanford Site (Washington State)
INEEL	Idaho National Engineering and Environmental Laboratory (Idaho)
KCP	Kansas City Plant (Missouri)
LANL	Los Alamos National Laboratory (New Mexico)
Livermore	Lawrence Livermore National Laboratory (California & Nevada)
LLC	limited liability company
LLNL	Lawrence Livermore National Laboratory (California & Nevada)
Los Alamos	Los Alamos National Laboratory (New Mexico)

MMCIC	Miamisburg Mound Community Improvement Corporation
Mound	Miamisburg Environmental Management Project (Ohio)
MPS	manpower planning system
NM	New Mexico
NTS	Nevada Test Site (Nevada)
NTSDC	Nevada Test Site Development Corporation
Oak Ridge	Oak Ridge Complex
OVRC	Ohio Valley Regional Development Commission
PACRO	Paducah-Area Community Reuse Organization
Paducah	Paducah Gaseous Diffusion Plant (Kentucky)
Pantex	Pantex Plant (Texas)
PIH	preference-in-hiring
Pinellas	Pinellas Plant (Florida)
PNNL	Pacific Northwest National Laboratory (Washington State)
Portsmouth	Portsmouth Gaseous Diffusion Plant (Ohio)
R&D	research and development
RDA	Regional Development Alliance, Inc.
RDC	Regional Development Corporation
RFETS	Rocky Flats Environmental Technology Site (Colorado)
RIF	reduction-in-force
Rocky Flats	Rocky Flats Environmental Technology Site (Colorado)
Sandia	Sandia National Laboratories (New Mexico & California)
Savannah River	Savannah River Site (South Carolina)
Section 3161	National Defense Authorization Act for Fiscal Year 1993, Section 3161
SNS	Spallation Neutron Source (Tennessee)
SODI	Southern Ohio Diversification Initiative
SRRDI	Savannah River Regional Diversification Initiative
SRS	Savannah River Site (South Carolina)
SWOT	strengths, weaknesses, opportunities, and threats
THEA	Tri-County Higher Education Association
TRADE	Tri-Area Association for Economic Development
TRIDEC	Tri-City Industrial Development Council
USEC	United States Enrichment Corporation, Inc.

WIPP	Waste Isolation Pilot Plant (New Mexico)
WSRC	Westinghouse Savannah River Company
WT	Office of Worker and Community Transition (Department of Energy)

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OVERVIEW AND SUMMARY

The Office of Worker and Community Transition (WT) was established by the Secretary of Energy on September 15, 1994. The overall mission of WT is to: (1) develop policies and programs necessary to plan for, and mitigate the impacts of, changing conditions on the workers and communities affected by DOE mission changes; (2) ensure that those policies and programs are carried out in a way that ensures fair treatment of all concerned, while at the same time recognizing the unique conditions at each site and in each contract; and (3) assist those communities most affected by the changing missions at DOE sites by using DOE's resources to stimulate economic development.

WT performs its mission consistent with section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (Appendix OS-1). This legislation requires DOE to develop work force restructuring plans when there are changes in the work force at defense nuclear facilities (Appendix OS-2) and to mitigate the impact of these changes using a number of methods, including voluntary separation programs, training, relocation, and job placement assistance. Under Secretarial direction, work force restructuring objectives are considered for different sites, including those not specifically covered by section 3161. WT also reviews and approves funding for community transition assistance grants designed to mitigate the impact of work force changes and reduce community dependence on DOE activities. Other responsibilities of WT include overseeing asset disposition to promote community reuse opportunities and monitoring contractor labor-management relations to ensure the implementation of DOE policies and foster harmonious and productive labor-management relations.

The overall objective of work force restructuring is to ensure that DOE meets its mission requirements and, at the same time, to minimize the social and economic impacts of restructuring both on workers and on the communities surrounding these sites. To this end, WT cooperates with: (1) appropriate field organizations to prepare work force restructuring plans that provide reasonable assistance to affected workers, and (2) affected communities to develop community transition plans that address the potential economic impacts of restructuring.

This report responds to the requirement of section 3161 to report to Congress annually on the results of work force restructuring. It covers activities in fiscal year 2001 and serves to update Congress and the public on the outcomes of work force restructuring and community transition.

This report also fulfills the requirements of section 3157 of the National Defense Authorization Act for Fiscal Year 1995 and section 3153 of the National Defense Authorization Act for Fiscal Year 1998. Section 3157 requires an Annual Report to Congress on Economic Redevelopment and Conversion Activities Resulting from Reconfiguration of Department of Energy Nuclear Weapons Complex.

SUMMARY OF FISCAL YEAR 2001 ACTIVITIES

Guidance and Policy Development

WT has been able to facilitate efficiencies in the management process of contractor work force restructuring in a way that provides flexibility to the Department's Field Offices and its contractors. WT also continues to support the development and communication of strategies to integrate contract reform with work force transition to enhance operational efficiency, and ensure the maintenance of critical skills and fair treatment of workers.

Work Force Planning

Contractors at defense nuclear sites use a standard work force planning process. Before work force restructuring is implemented, a work force analysis is conducted and reviewed by DOE. The analysis identifies necessary changes in different job classifications and discloses opportunities for reassignment or retraining that can better match positions and skilled employees. The Office of Environmental Management (EM) has developed additional long-term work force planning mechanisms in consultation with WT to address the unique requirements of early-closure sites.

Labor Relations

Changing missions and new contracting mechanisms raise fundamental issues for affected workers and bargaining units. WT facilitates development of strategies to ensure fair treatment of workers in these transitions. It has also taken a lead role in identifying steps to address specific contractor worker issues involving DOE's closure sites. WT continues to work on issues pertaining to the work force, such as benefits portability, including service credit and pension. Increasingly complex issues at the bargaining table—e.g., job security, training, and site culture changes—are examined and shared with appropriate DOE Field Office personnel. Labor standards coverage issues raised by the various unions representing workers throughout the complex continue to be a matter of concern, and WT responds to inquiries made on these issues. WT has been successful in dealing with the Department of Labor in correcting erroneous wage determinations at DOE sites. Over the last 2 years, WT has helped facilitate resolution of labor relations issues, thereby precluding strikes or work stoppages, at the Savannah River (South Carolina), Oak Ridge (Tennessee), Albuquerque (New Mexico), and Hanford (Washington) sites.

Work Force Restructuring

In FY 2001, total reduction-in-force separations numbered 2,288, with 1,419 (62 percent) being voluntary and 869 (38 percent) involuntary. An additional 4,862 separations occurred through attrition. The total work force restructuring cost incurred was \$60.4 million.

Community Transition

To date, 15 communities have identified community reuse organizations and have applied for funding. Their activities have retained, expanded, or created nearly 27,500 jobs. The average cost per job created in the communities surrounding these sites was under \$8,000. During FY 2001, WT has supported community transition activities facilitating the creation of approximately 5,000 jobs in Idaho, New Mexico, Kentucky, Ohio, Washington, Nevada, Tennessee, Florida, South Carolina, and Georgia.

Organization of Report

This report is organized into three sections. Section I summarizes work force restructuring and community transition activities at all sites. Section II summarizes work force restructuring and community transition activities for defense nuclear sites. Section III summarizes work force restructuring activities at non-defense sites.

This report is available on the WT website at <http://www.wct.doe.gov> | Program Documentation | Program Reports and Presentations. Also available on the WT website are Planning Guidance for Contractor Work Force Restructuring and the Draft Policy and Planning Guidance for Community Transition Activities at <http://www.wct.doe.gov> | Program Documentation | Authorities and Guidance.

APPENDIX OS-1

National Defense Authorization Act for Fiscal Year 1993 (Public Law 102-484, October 23, 1992)

Subtitle E--Defense Nuclear Workers

Sec. 3161. Department of Energy Defense Nuclear Facilities Work Force Restructuring Plan

(a) **IN GENERAL.**--Upon determination that a change in the work force at a defense nuclear facility is necessary, the Secretary of Energy (hereinafter in this subtitle referred to as the "Secretary") shall develop a plan for restructuring the work force for the defense nuclear facility that takes into account--

- (1) the reconfiguration of the defense nuclear facility; and
- (2) the plan for the nuclear weapons stockpile that is the most recently prepared plan at the time of the development of the plan referred to in this subsection.

(b) **CONSULTATION.**--(1) In developing a plan referred to in subsection (a) and any updates of the plan under subsection (e), the Secretary shall consult with the Secretary of Labor, appropriate representatives of local and national collective-bargaining units of individuals employed at Department of Energy defense nuclear facilities, appropriate representatives of departments and agencies of State and local governments, appropriate representatives of State and local institutions of higher education, and appropriate representatives of community groups in communities affected by the restructuring plan. (2) The Secretary shall determine appropriate representatives of the units, governments, institutions, and groups referred to in paragraph (1).

(c) **OBJECTIVES.**--In preparing the plan required under subsection (a), the Secretary shall be guided by the following objectives:

- (1) Changes in the work force at a Department of Energy defense nuclear facility--
 - (A) should be accomplished so as to minimize social and economic impacts;
 - (B) should be made only after the provision of notice of such changes not later than 120 days before the commencement of such changes to such employees and the communities in which such facilities are located; and
 - (C) should be accomplished, when possible, through the use of retraining, early retirement, attrition, and other options that minimize layoffs.
- (2) Employees whose employment in positions at such facilities is terminated shall, to the extent practicable, receive preference in any hiring of the Department of Energy (consistent with applicable employment seniority plans or practices of the Department of Energy and with section 3152 of the National Defense Authorization Act for Fiscal Years 1990 and 1991 (Public Law 101-189; 103 Stat. 1682)).

- (3) Employees shall, to the extent practicable, be retrained for work in environmental restoration and waste management activities at such facilities or other facilities of the Department of Energy.
- (4) The Department of Energy should provide relocation assistance to employees who are transferred to other Department of Energy facilities as a result of the plan.
- (5) The Department of Energy should assist terminated employees in obtaining appropriate retraining, education, and reemployment assistance (including employment placement assistance).
- (6) The Department of Energy should provide local impact assistance to communities that are affected by the restructuring plan and coordinate the provision of such assistance with--
 - (A) programs carried out by the Department of Labor pursuant to the Job Training Partnership Act (29 U.S.C. 1501 et seq.);
 - (B) programs carried out pursuant to the Defense Economic Adjustment, Diversification, Conversion, and Stabilization Act of 1990 (Part D of Public Law 101-510; 10 U.S.C. 2391 note); and
 - (C) programs carried out by the Department of Commerce pursuant to title IX of the Public Works and Economic Development Act of 1965 (42 U.S.C. 3241 et seq.).
- (d) **IMPLEMENTATION.**--The Secretary shall, subject to the availability of appropriations for such purpose, work on an ongoing basis with representatives of the Department of Labor, work force bargaining units, and States and local communities in carrying out a plan required under subsection (a).
- (e) **PLAN UPDATES.**--Not later than one year after issuing a plan referred to in subsection (a) and on an annual basis thereafter, the Secretary shall issue an update of the plan. Each updated plan under this subsection shall--
 - (1) be guided by the objectives referred to in subsection (c), taking into account any changes in the function or mission of the Department of Energy defense nuclear facilities and any other changes in circumstances that the Secretary determines to be relevant;
 - (2) contain an evaluation by the Secretary of the implementation of the plan during the year preceding the report; and
 - (3) contain such other information and provide for such other matters as the Secretary determines to be relevant.
- (f) **SUBMITTAL TO CONGRESS.**--(1) The Secretary shall submit to Congress a plan referred to in subsection (a) with respect to a defense nuclear facility within 90 days after the date on which a notice of changes described in subsection (c)(1)(B) is provided to employees of the facility, or 90 days after the date of the enactment of this Act, whichever is later.
- (2) The Secretary shall submit to Congress any updates of the plan under subsection (e) immediately upon completion of any such update.

Sec. 3163. Definitions

For purposes of this subtitle:

(1) The term "Department of Energy defense nuclear facility" means--

(A) a production facility or utilization facility (as those terms are defined in section 11 of the Atomic Energy Act of 1954 (42 U.S.C. 2014)) that is under the control or jurisdiction of the Secretary and that is operated for national security purposes (including the tritium loading facility at Savannah River, South Carolina, the 236 H facility at Savannah River, South Carolina; and the Mound Laboratory, Ohio), but the term does not include any facility that does not conduct atomic energy defense activities and does not include any facility or activity covered by Executive Order Number 12344, dated February 1, 1982, pertaining to the naval nuclear propulsion program;

(B) a nuclear waste storage or disposal facility that is under the control or jurisdiction of the Secretary;

(C) a testing and assembly facility that is under the control or jurisdiction of the Secretary and that is operated for national security purposes (including the Nevada Test Site, Nevada, the Pinellas Plant, Florida; and the Pantex facility, Texas);

(D) an atomic weapons research facility that is under the control or jurisdiction of the Secretary (including the Lawrence Livermore, Los Alamos, and Sandia National Laboratories); or

(E) any facility described in paragraphs (1) through (4) that--

(i) is no longer in operation;

(ii) was under the control or jurisdiction of the Department of Defense, the Atomic Energy Commission, or the Energy Research and Development Administration; and

(iii) was operated for national security purposes.

(2) The term "Department of Energy employee" means any employee of the Department of Energy defense nuclear facility, including any employee of a contractor or subcontractor of the Department of Energy employed at such a facility.

APPENDIX OS-2

Listing of Defense Nuclear Facilities

The list below reflects facilities receiving funding for Atomic Energy Defense activities of the Department of Energy, with the exception of activities under Naval Reactor Propulsion. It is recognized that these facilities have varying degrees of defense activities, ranging from a total defense dedication to a small portion of their overall activity. This may cause certain difficulties in implementing the intent of the section 3161 legislation. Regardless, this listing will be used by the Office of Worker and Community Transition for possible application of funding received for defense worker assistance and community transition purposes.

Argonne National Laboratory (Illinois & Idaho)
Brookhaven National Laboratory (New York)
East Tennessee Technology Park (Tennessee)
Fernald Environmental Management Project (Ohio)
Hanford Site (Washington State)
Idaho National Engineering and Environmental Laboratory (Idaho)
Kansas City Plant (Missouri)
Lawrence Livermore National Laboratory (California & Nevada)
Los Alamos National Laboratory (New Mexico)
Miamisburg Environmental Management Project (Ohio)
Nevada Test Site (Nevada)
Oak Ridge National Laboratory (Tennessee)
Paducah Gaseous Diffusion Plant (Kentucky)
Pantex Plant (Texas)
Pinellas Plant (Florida)
Portsmouth Gaseous Diffusion Plant (Ohio)
Rocky Flats Environmental Technology Site (Colorado)
Sandia National Laboratories (New Mexico & California)
Savannah River Site (South Carolina)
Waste Isolation Pilot Plant (New Mexico)
Y-12 National Security Complex (Tennessee)

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